



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Police Association January 1, 2010 through December 31, 2011

This is a partial list of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

Salary Adjustments: During the term of the contract salaries shall remain unchanged.

Overtime: Employees receive one and one-half (1.5) for hours worked in excess of the regularly scheduled shift.

Overtime Compensation- Court: Employees shall receive either compensatory time or paid time at their discretion. Off-duty employees on-call for court shall receive compensation equal to the actual standby time with a minimum of one (1) hour. Off-duty employees who are required to appear in court shall be compensated for the actual time with a minimum of two (2) hours paid at time and one-half (1-1/2) of employee's rate. Off-duty employees whose court appearance is cancelled with less than 12 hours notice shall receive 1 hour of regular pay.

Minimum Call Back: Court- two (2) hour minimum

Minimum Call Out: Two (2) hour minimum for off-duty personnel called out for a special assignment.

Master Officer I, II, III & IV Program: Comprised of 4 levels with progressively higher compensation paid as years of service and experience increase. Salary steps 9, 10, 11 and 12 of the Police Officer salary range represent Master Officer I, II, III and IV respectively. Refer to the MOU for a complete description.

Education Retention Incentive Program: Non-sworn employees shall be eligible for payment for education beyond minimum qualifications and years of service as follows:

<u>Education</u>	<u>Years of City Service</u>
30 units	15
AA or 60 units	12
MA/BA or 120 units	8

A graduate degree is the only eligible increment of education for positions requiring BA.
Compensation: Five percent (5%) of member's base monthly salary.

Scholastic Achievement Pay: Sworn NBPA members receive compensation as follows:

<u>Years of Service</u>	<u>30 Units</u>	<u>60 Units</u>	<u>90 Units</u>	<u>BA/BS</u>	<u>MA/MS/JD</u>
2	1%	1%	1%	1%	1%
3	1%	2%	3%	5.5%	5.5%
4	1%	2%	3%	5.5%	6.5%

Shift Differential: Non-sworn only; \$1.50 per hour between 6 p.m. and 6 a.m.

Field Training Officer (FTO) Pay: Must complete a forty (40) hour FTO course and shall be required to complete a Daily Evaluation Report for each shift worked with a trainee. (1.5 straight time hours per shift). The following classifications are not eligible for this pay: Sr. CSO, Sr. Custody Officer, Sr. Animal Control Officer, Sr. Police Dispatcher and Sr. Crime Scene Investigator.

Motor Officer Pay: Nine (9) additional hours of compensation per month for keeping motorcycle clean and polished.

Bilingual Pay: Effective January 20, 2007, \$200 per month for Spanish; additional languages may be certified for compensation by the Chief of Police. Testing is required.

Certification Pay: Paid annually as follows: Smog License \$250, Fire Mechanic State Level I \$100, Fire Mechanic State Level II \$200, ASE \$25 per certification (up to 8), Master Truck Technician \$100, Master Automobile Technician \$100, Class A license \$100, Class B license \$75.

Uniform Allowance: Provided by the City and reported to PERS as \$1,100 per year for sworn; \$118.56 per year for non-sworn

LEAVES

Flex Leave: NBPA personnel shall accrue flex leave at the following rates:

<u>Years of Cont. Svc</u>	<u>Hours/Pay Period</u>
1 but less than 5	5.85
5 but less than 9	6.46
9 but less than 12	7.08
12 but less than 16	7.70
16 but less than 20	8.31
20 but less than 25	8.92
25 and over	9.54

9/81 Work Schedule: Employees assigned to the 9/81 work schedule accrue one (1) additional hour per pay period in addition to the accrual levels set forth above.

Holiday Time: 3.7 hours per pay period. NBPA Employees have the option to receive it in cash and reported to PERS as a special compensation or add all or portion to flex leave bank in lieu of cash. Holiday time added to flex leave bank will not be reported to PERS.

Leave Pay Off: NBPA members will be paid at the rate of 109% for any accrued leave upon termination.

Leave Sellback: Employees have the option of selling back flex or vacation leave hours in excess of 160 twice per year.

Bereavement Leave: Employees are entitled to forty (40) hours per incident (terminal illness followed by death is considered one incident).

Jury Duty: Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

FRINGE BENEFITS

Cafeteria Plan: The City contributes \$1,049 per month, plus the CalPERS medical contribution for medical, dental and vision benefits. Employees with proof of other group medical coverage may opt out of the City plan and receive the cafeteria allowance of \$1,049 as taxable cash back. Any unused cafeteria plan funds shall be payable to the employee as taxable cash. Effective July 2, 2011, the City will contribute an additional \$75, to a monthly maximum of \$1,124 (plus the PERS medical contribution).

Disability Insurance: City disability coverage requires a 30 calendar day waiting period. The weekly benefit is 66 2/3% of gross salary up to maximum of \$10,000 per month; minimum benefit is \$50.

Life Insurance: City paid policy up to \$50,000 in coverage based on annual salary.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Benefits: 2.5%@55 CalPERS formula for Miscellaneous employees with a 3.42% employee contribution and 3%@50 formula for sworn employees with a 3.5% employee contribution, through payroll deduction. Safety employees hired after July 6, 2010, will pay 5.5% of the CalPERS member contribution (EPMC), in addition to the 3.5% payroll deduction, for a total 9.0% employee contribution.

The City has the following contract provisions: single highest year, 4th Level 1959 Survivor Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Medical Expense Reimbursement Program (MERP), with contributions paid by both the City and the employee. Employees employed prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only.

Retiree Medical Plans

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
I. Payments by Employee to City to support program prior to retirement: None	I. Payment by Employee to City to support program prior to retirement: \$100 per month until retirement

BENEFITS SUMMARY
Newport Beach Police Association
January 2010 through December 2011

<p>II. Contributions to Employee MERP Account During Employment:</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).3. \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement; must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick). <p>III. City Contributions to Employee MERP Account After Retirement: None.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>	<p>II. Contributions to Employee MERP Account During Employment</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. No City Contribution.3. \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement; must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick). <p>III. City Contributions to Employee MERP Account After Retirement: \$400 per month.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>
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Tuition Reimbursement: Maximum reimbursement is \$1,200 per fiscal year for sworn and non-sworn.

MISCELLANEOUS

Direct Deposit: All unit employees shall participate in the City's Direct Deposit Program.

Revised (mwd): 7/25/2011